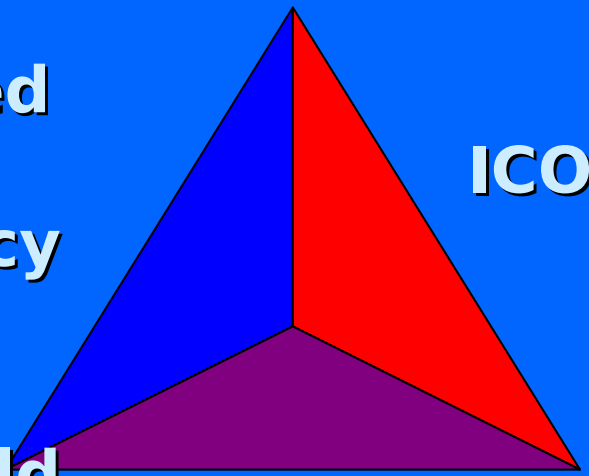
Intelligence Community Officer

Designation

National Imagery and Mapping Agency
Joint HR/TD Team

ICO Designation

ICO Training:
Community-related training to supplement agency career development programs and build breadth across the IC



ICAP
ICO Assignment: 2 year out-of-agency experience

OCDP: Agency Specific requirements that are uniquely defined for NIMA in the areas of advanced education, senior developmental programs and assignments, and management endorsement for promotion.

ICO - Highest Level Interest

"The DCI shall, in accordance with the heads of the department and agencies with elements in the Intelligence Community (IC), institute policies and programs within the IC to provide for the rotation of personnel between the elements of the IC, where appropriate, and to make such rotated service a factor to be considered for promotion to senior positions."

Title 1 of the National Security Act of 1947,
Sec. 104, as amended 1996.

unclassified

Investment in People

The program is designed to:"help unify the Intelligence Community, by

- encouraging employees to develop knowledge, skills, and abilities **beyond their current occupation**
- assignments outside their parent agency
- investing in training them with knowledge of the Intelligence **Community processes**."

DCI Directive (DCID) 1/4
"Intelligence Community Officer Program"
4 Feb 2000

ICO Designation

Organizational Career Development Program

James Girardi
OCDP Program Manager

OCDP: **Agency Specific requirements that are uniquely defined for NIMA in the areas of advanced education, senior developmental programs and assignments, and management endorsement for promotion.**

ICO Designation -- OCDP

Program on Creative Leadership

- **Curriculum**
  - **One week course at Williamsburg, VA.**
    - **Intense self-study of your leadership style and capabilities**
    - **Battery of psychological tests prior to course**
    - **Participants will examine their own leadership strengths and weaknesses through a variety of mediums**

ICO Designation -- OCDP

The Leadership Challenge Course

- **Curriculum (Know yourself ..... Lead the way)**
  - **Week I -- How to integrate and apply the learning**

    NIMA Culture

    Virtual Teams

    Conflict Styles

    Financial Management

    D/NIMA dialogue, graduation and dinner

  - **Group Project -- based on the leadership practices outlined in the book: The Leadership Challenge**

ICO Designation -- OCDP

The Leadership Challenge Course

- **Curriculum (Know yourself ….. Lead the way) cont.**
  - **Week II -- Learn about yourself and each other**

    D/NIMA (expectations)

    MBTI (Temperament Styles of Leaders)

    Interpersonal Behavior at the Individual and group level

    Leadership Theory and Application

    Team Building Exercises

    Organizational Change and Resistance

    Discovering the Leader in You

ICO Designation -- OCDP

The Leadership Challenge Course

- **Curriculum (Know yourself ….. Lead the way) cont.**

  - **Week III -- Learning the why, how and for whom NIMA's work is performed:**

    Creation of NIMA **Our People Resources**

    NIMA's Strategic Intent **Ethics and Integrity**

    Combat Support Agency

    National Intelligence Community

    Now, Next, and After Next discussions

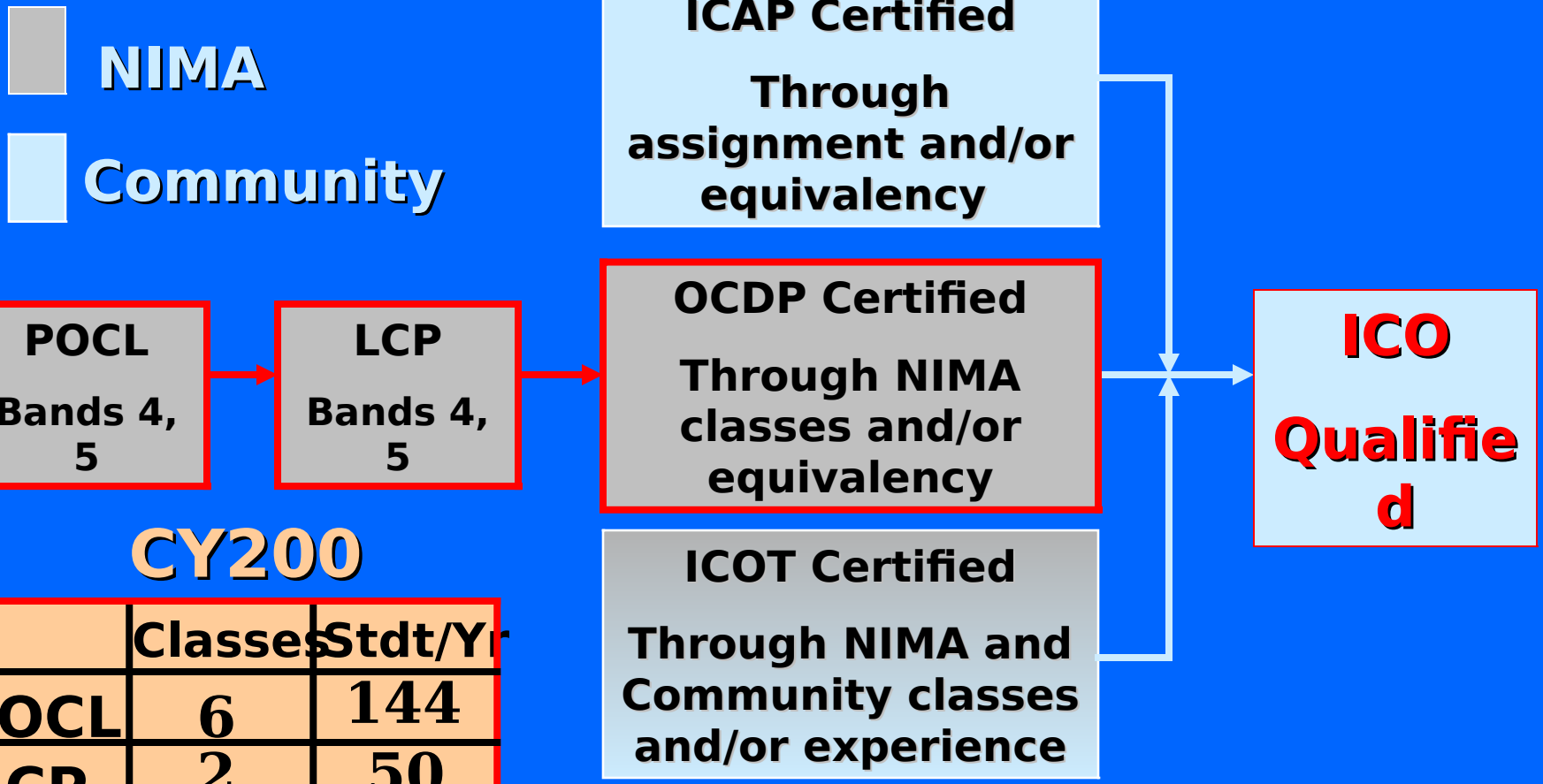
OCDP EQUIVALENCY

NIMA's Career Development Program

Bands 4 and 5 Equivalency Courses for (POCL and LCP)

- Course Work -- Any Intelligence Community organization's Leadership and/or Middle Management training and/or any of the service's senior service school or staff college programs containing a leadership curriculum

ICO Relationships

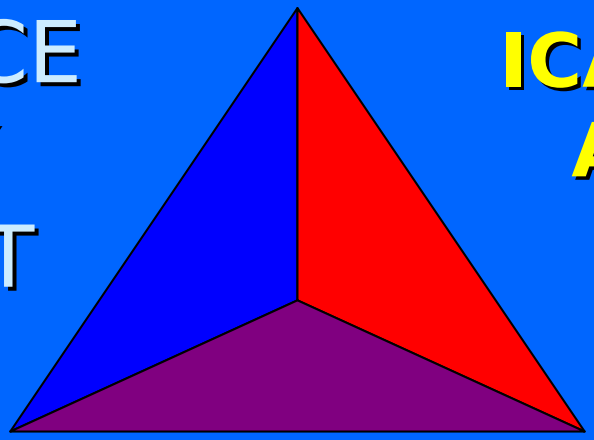


CY200

	Classes	Stdt/Yr
POCL	6	144
LCP	2	50

ICAP

INTELLIGENCE COMMUNITY ASSIGNMENT PROGRAM



ICAP/Equivalent Assignment:
2 year out-of-agency experience

Cynthia Watson
ICAP Program Manager

ICAP Features....

- IC-wide, all intelligence positions in NIMA, Bands 4 and 5, and senior executive.
- Employee initiated; Open competition; Merit endorsement and selection
- 2 year rotation in host organization
- Challenging assignments
- Credit toward ICO designation

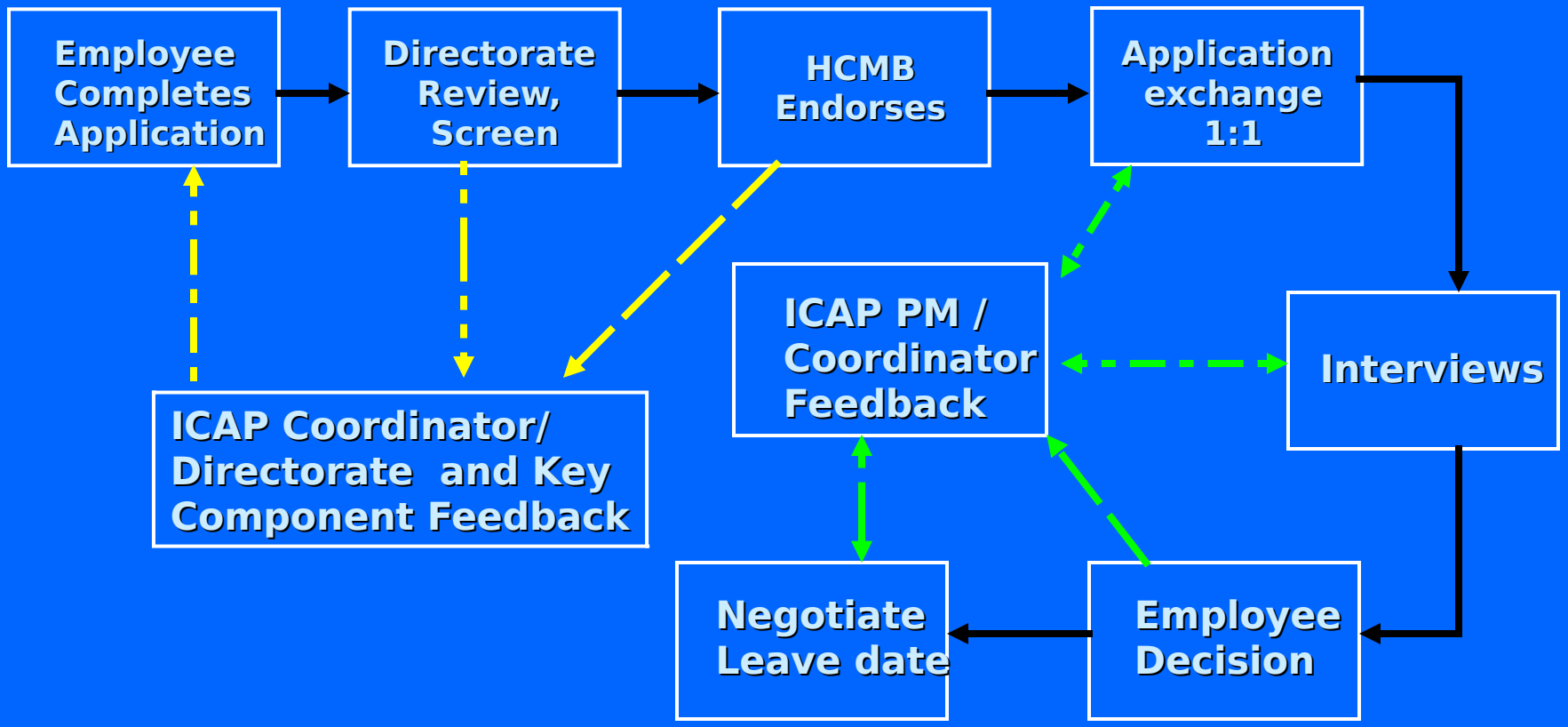
Status of ICAP Program

- Employees on rotational assignments outside NIMA
  - →20 out for 2 years
- Employees on rotational assignments in NIMA
  - 10 IC employees
- NIMA posted 85 vacancies for iteration 19 (April-June 2002)
- NIMA is currently under 1:1 application exchange

ICAP Timeline

October 2002	Open Season
31 October	Application Due Date
1 - 22 November	Application Endorsement
25 November	Application Exchange
26 Nov - 17 Dec	Interviews and Selections
18-31 Dec	Acceptances and Declines
Quarterly	Open Season

ICAP Application Flow



ICO Relationships

NIMA

Community

ICAP Certified

Through assignment and/or equivalency

POCL

Bands 4, 5

LCP

Bands 4, 5

OCDP Certified

Through NIMA classes and/or equivalency

ICOT Certified

Through NIMA and Community classes and/or experience

ICO Qualified

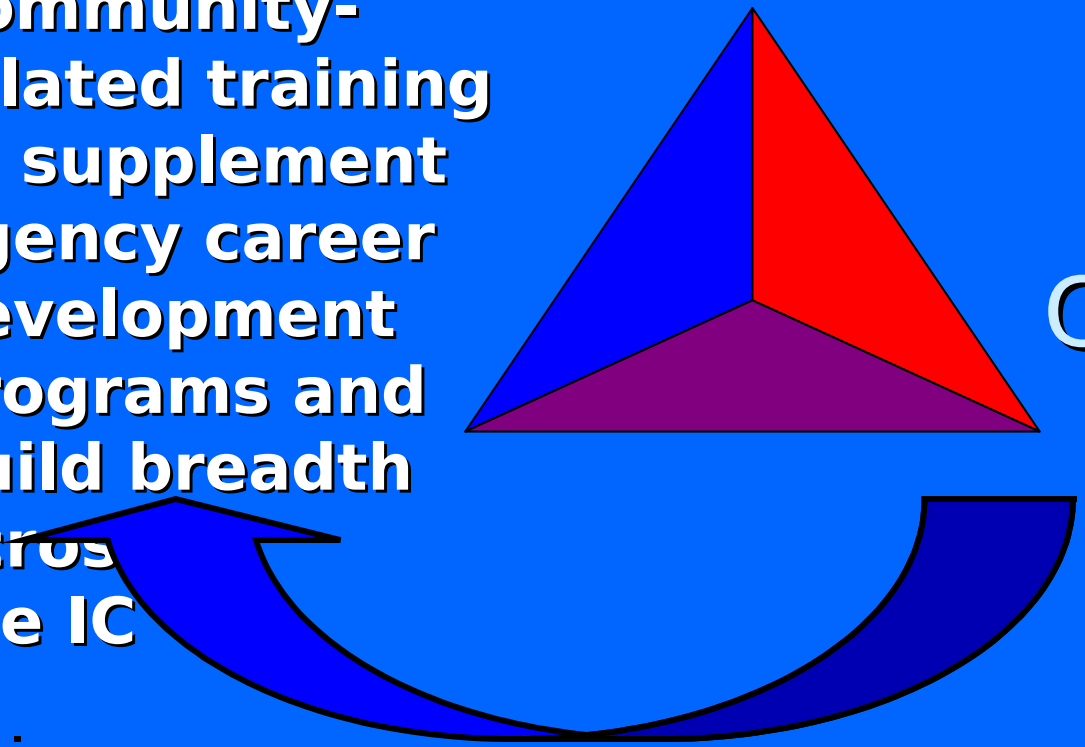
CY2002

	Classe	Stdt/Yr
POCL	6	144
LCP	2	50

Training Certification

ICO Training:

Community-related training to supplement agency career development programs and build breadth acros the IC



INTELLIGENCE COMMUNITY TRAINING CERTIFICATION

Terence Meehan
NIMA ICOT Program Mgr.

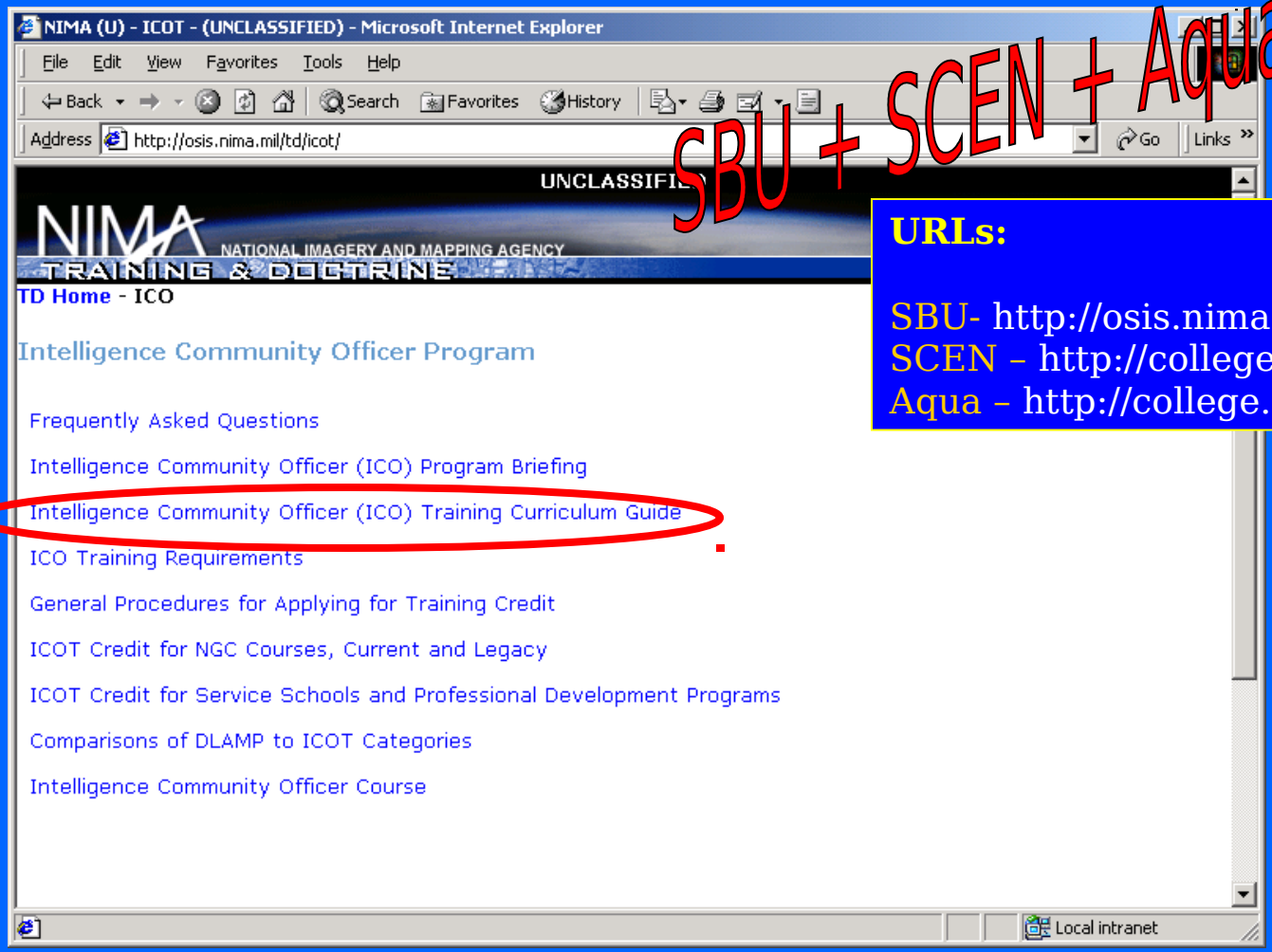
ICOT "Framework"

- Ten weeks worth of training over a career
- Attain training objectives and minimum times in each of seven categories:
  - National Security and Intelligence Issues (1 week)
  - Leadership and Management (3 weeks)
  - Counter-intelligence, Security, Information Assurance and Denial and Deception (1 week)
  - Production and Analysis of Intelligence (1 week)
  - Collection, Sources and Production of Intelligence (1 week)
  - Impact of Technology across the IC (1 week)
  - Intelligence Community Officer Course (2 weeks)

Meeting the Requirements

- "Standard Courses" (ICOT Curriculum Guide)
  - **Open to all IC, address top-level training objectives**
  - **22 of those listed are TD, remainder from throughout the IC**
  - **Additional TD courses being added**
- "Equivalent" Coursework
  - **Continually reviewed and adjudicated**
  - **Includes additional TD-only courses**
- "Equivalent" Experience
- Application via: Intelink; SIPRNET (est. Fall 2002)

Program Specifics -- ICO Training Curriculum Guide

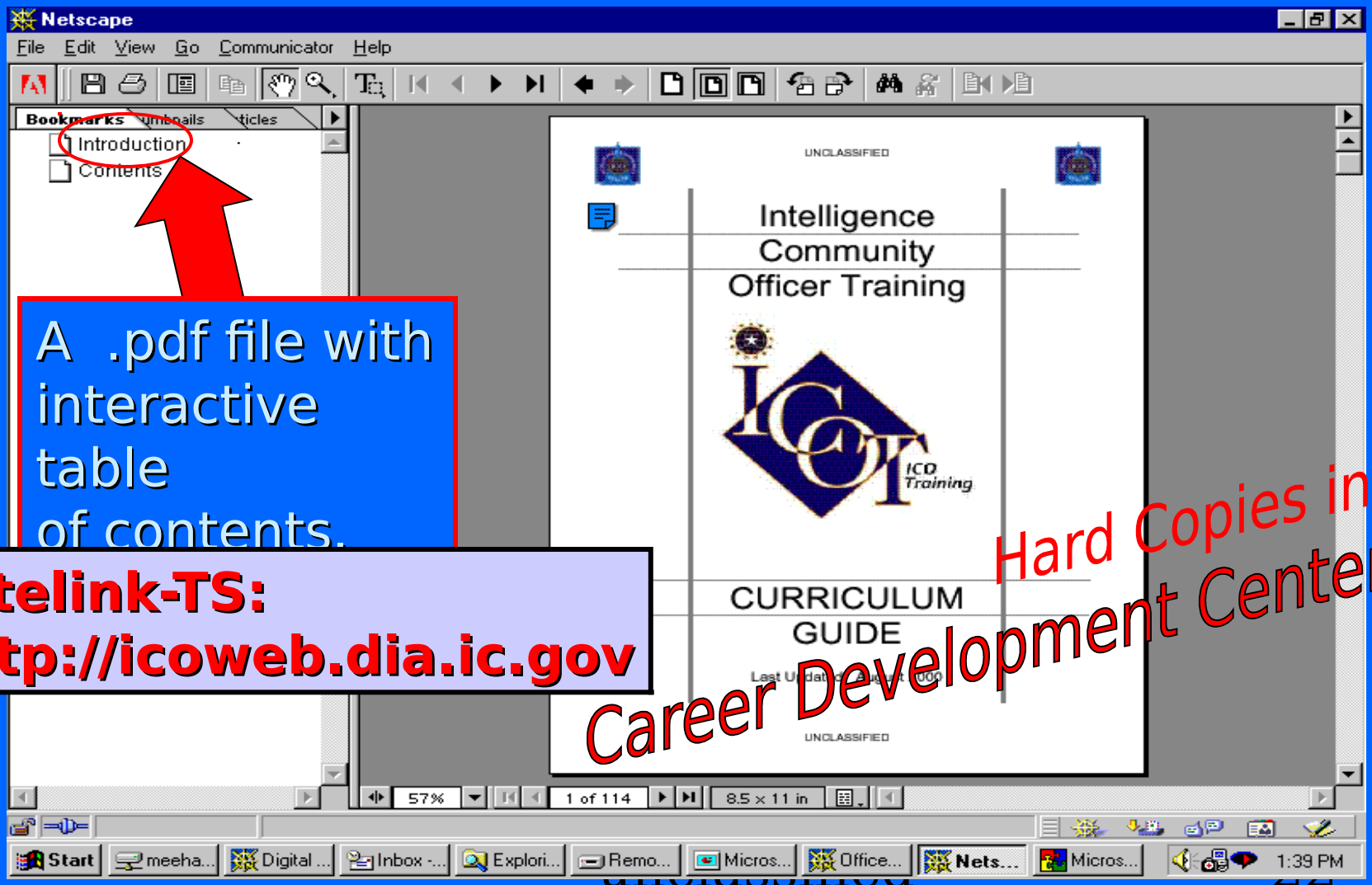


SBU + SCEN + Aqua

URLs:

SBU- http://osis.nima.mil/td/icot
SCEN – http://college.nima.smil.mil/icot
Aqua – http://college.nima.ic.gov/icot

ICO Training Curriculum Guide

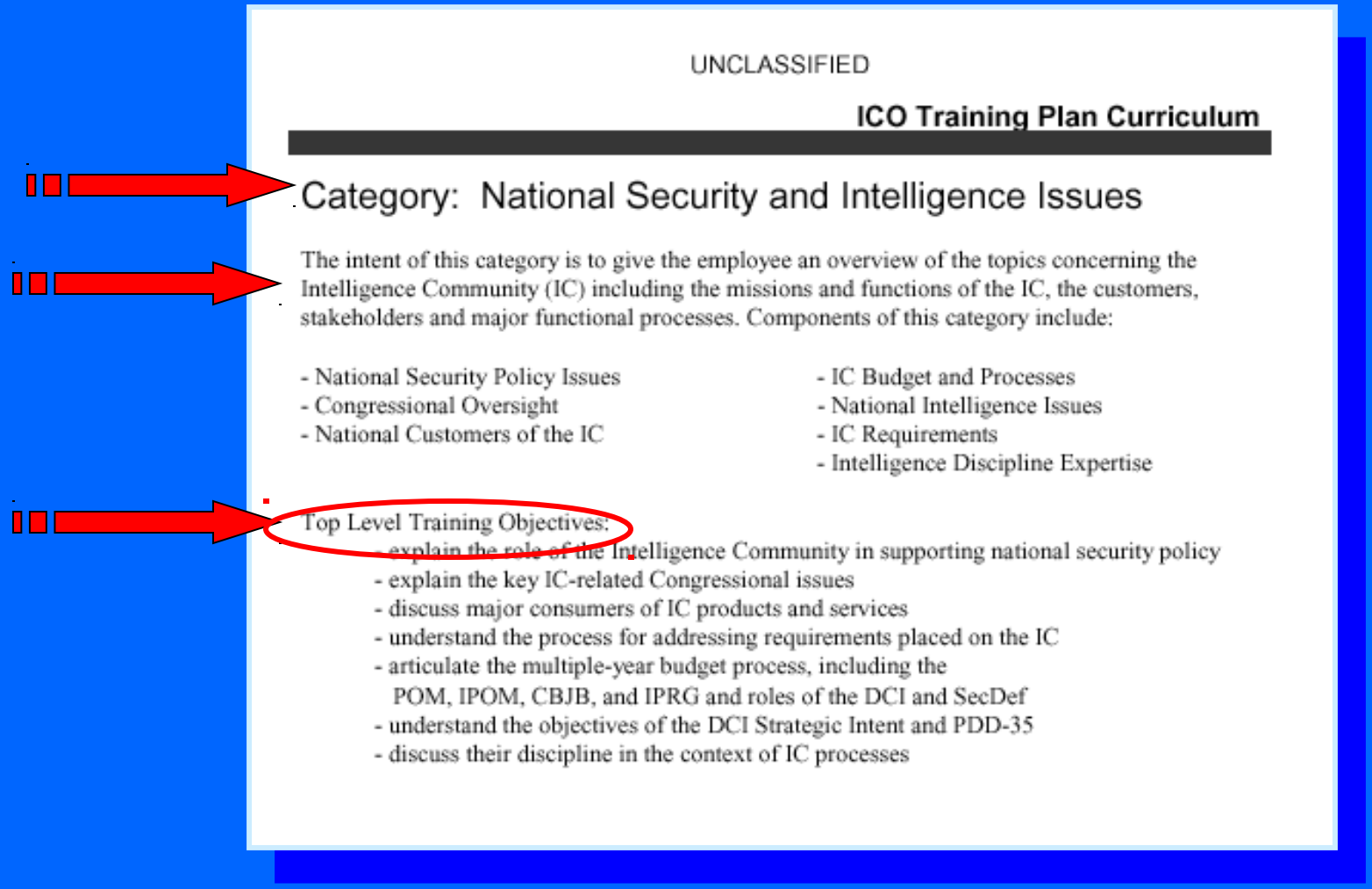


A .pdf file with interactive table of contents.

Intelink-TS:
http://icoweb.dia.ic.gov

Hard Copies in Career Development Centers

ICOT Curriculum Guide -- lists Training Objectives



UNCLASSIFIED

ICO Training Plan Curriculum

Category: National Security and Intelligence Issues

The intent of this category is to give the employee an overview of the topics concerning the Intelligence Community (IC) including the missions and functions of the IC, the customers, stakeholders and major functional processes. Components of this category include:

- National Security Policy Issues
- Congressional Oversight
- National Customers of the IC
- IC Budget and Processes
- National Intelligence Issues
- IC Requirements
- Intelligence Discipline Expertise

Top Level Training Objectives:

- explain the role of the Intelligence Community in supporting national security policy
- explain the key IC-related Congressional issues
- discuss major consumers of IC products and services
- understand the process for addressing requirements placed on the IC
- articulate the multiple-year budget process, including the POM, IPOM, CBJB, and IPRG and roles of the DCI and SecDef
- understand the objectives of the DCI Strategic Intent and PDD-35
- discuss their discipline in the context of IC processes

Curriculum Guide
-- also lists "Representative ("Standard") Courses"

ICO Training Plan Curriculum

Representative Courses:
(Examples Only)

- National Security Policy	OPM	2 weeks
- Intelligence and Foreign Policy	State FSI	3 days
- Foreign Affairs Interdepartmental Seminar	State FSI	2 weeks
- National Senior Intelligence Course	DIA	2 weeks
- National Intelligence Course	DIA	1 week
- Executives on Legislative Operations	Gov't Affairs Institute Georgetown	1 week
- Working with Congress	CIA	2 days
- Briefing Congress	CIA	1 day
- Congress and NSA Working Together	NSA	1 day
- Intelligence Community and Customer Support	NSA	4 days
- Whys and Hows of SIGINT Reporting	NSA	2 ½ days
- The Mechanics of SIGINT Reporting	NSA	1 week
- Federal Budgetary Policy and Processes	OPM	2 weeks
- Financial Management of Intelligence	DIA	1 week
- Executive Forum on Current Issues	OPM	2 weeks
- Protocol and US Representatives Abroad	State FSI	1 day
- Introduction to Working in an Embassy	State FSI	2 days
- Political Military Affairs	State FSI	3 days
- Intelligence Support to Combined Operations	DIA	1 week

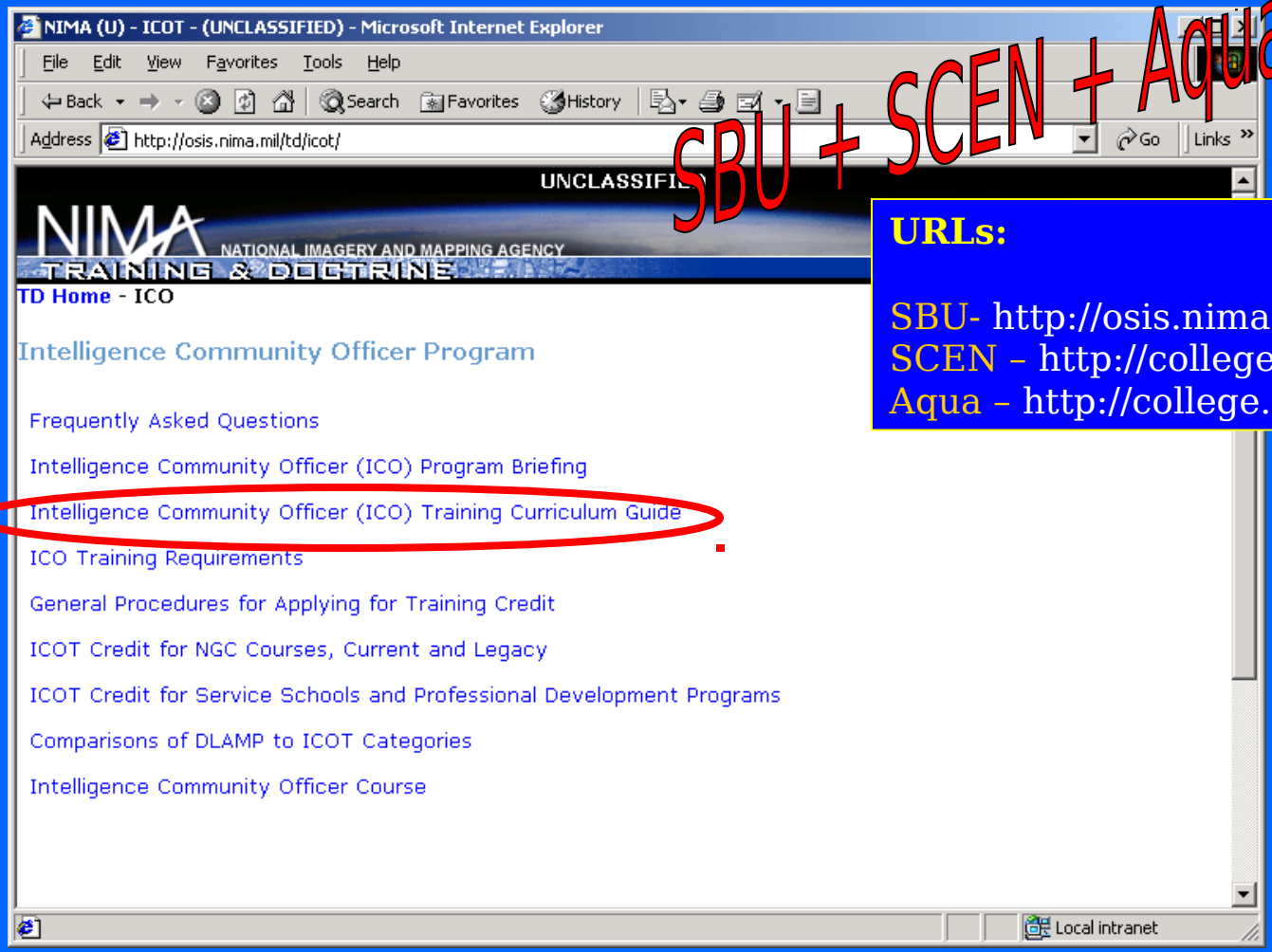
Recommended Curriculum:

Total of 1 week from the topics included in this category.

“Equivalent Course”

- Not in ICOT Curriculum Guide:
  - ✔ **Other government training**
  - ✔ **Training while in military service**
  - ✔ **University or college courses; Training with industry**
- Addresses IC-related issue/topic -- one or more top level ICO training objectives
- Applicant documents content and completion
- Reviewed by NGC and CMS Working Groups

Program Specifics -- ICO Training Curriculum Guide



SBU + SCEN + Aqua

URLs:

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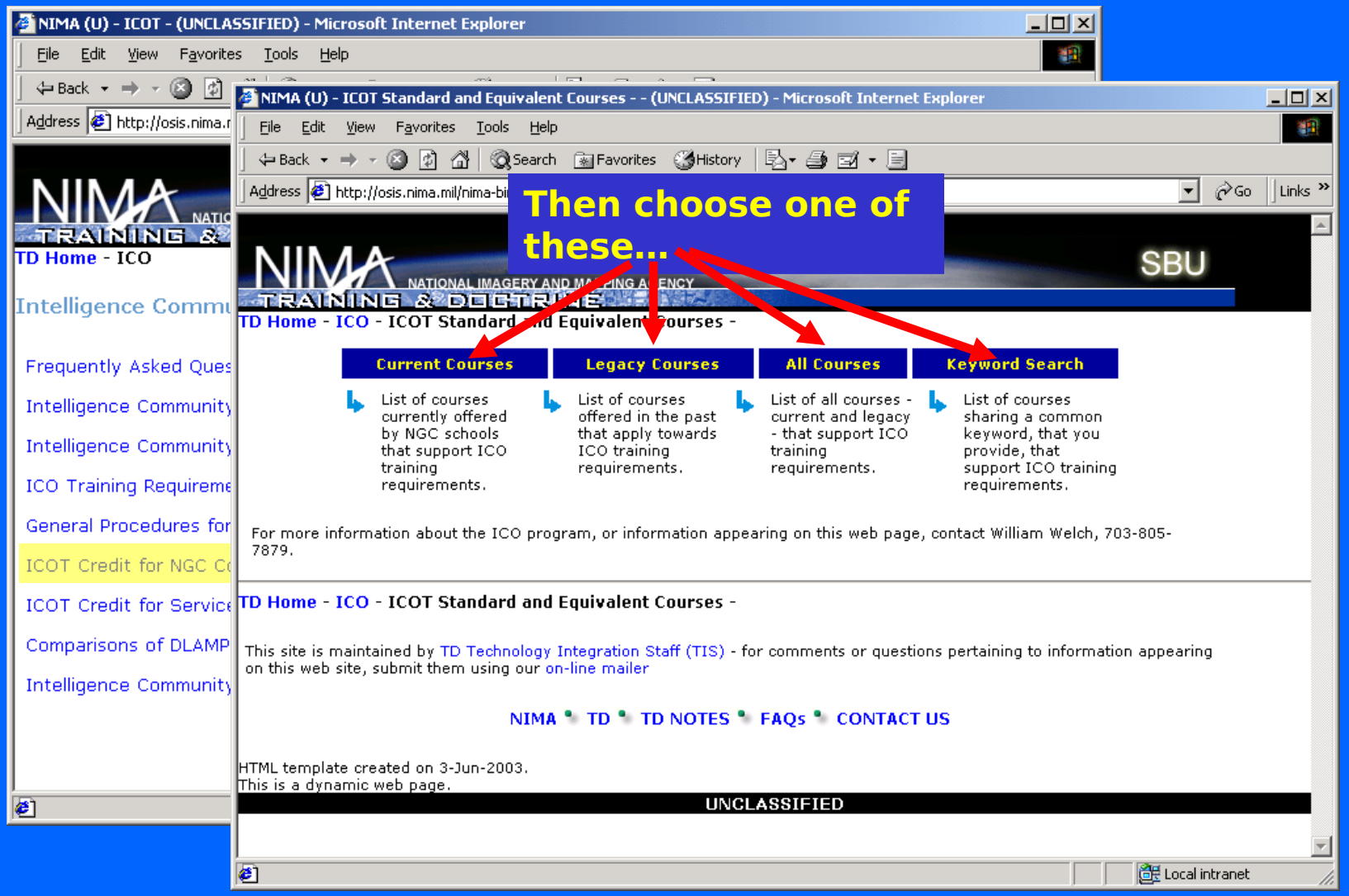
"Equivalent Course"



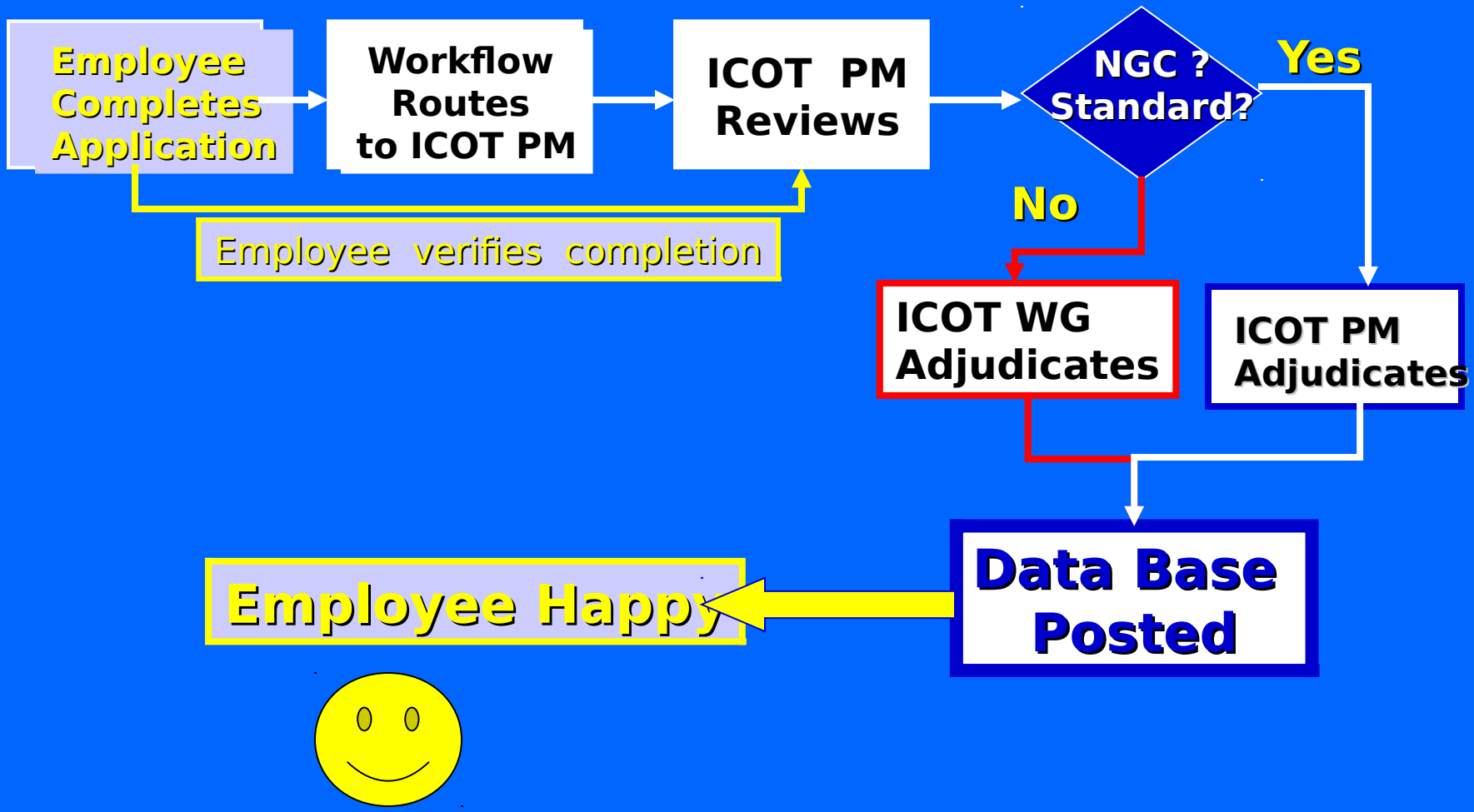
ICOT Status Report at NIMA

ICO-credited Training at NGC:	Required	Offered*
National Security and Intel Issues	5 days	15 days
Leadership and Management	15 days	103.5 days
Counter-Intelligence, D&D	5 days	3 days
Production and Analysis	5 days	88 days
Collection, Sources and Processing	5 days	104.5 days
Impact of Technology across the IC	5 days	14 days
Intelligence Community Overview	10 days	6 days

* Totals exclude legacy courses that may be creditable

** All courses are not available to every employee

Course Credit Application Flow



"Equivalent Experience"

- Employees may request credit for what they believe to be equivalent to a top-level training objective.
- Experience must be:
  - "Extensive and substantively rich."
  - "At the Band 4 (or above) level"
  - Documented in detail in application

from ICOT Curriculum Guide

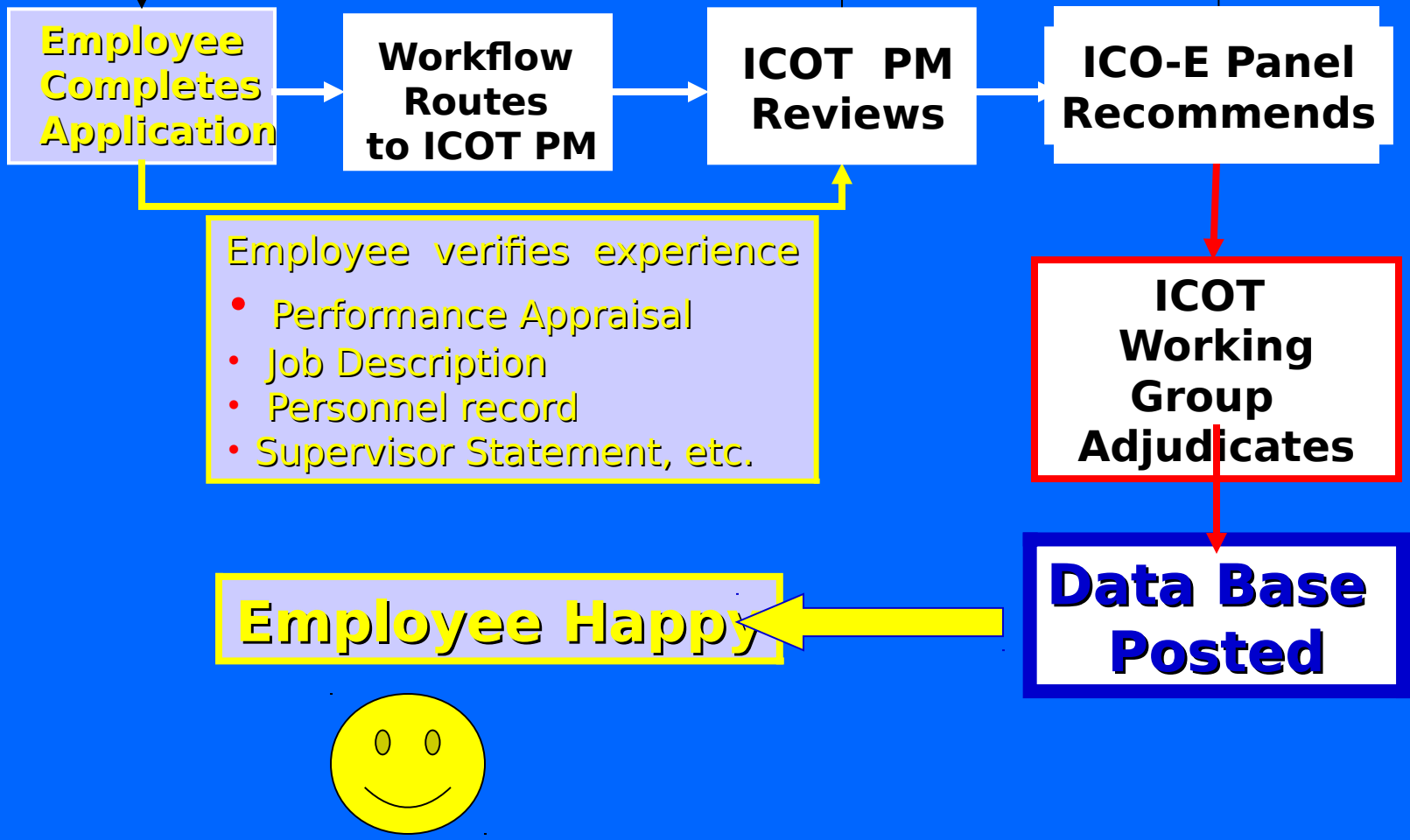
  - Used to fill specific gaps in, not replace, formal training

from BOG Guidance

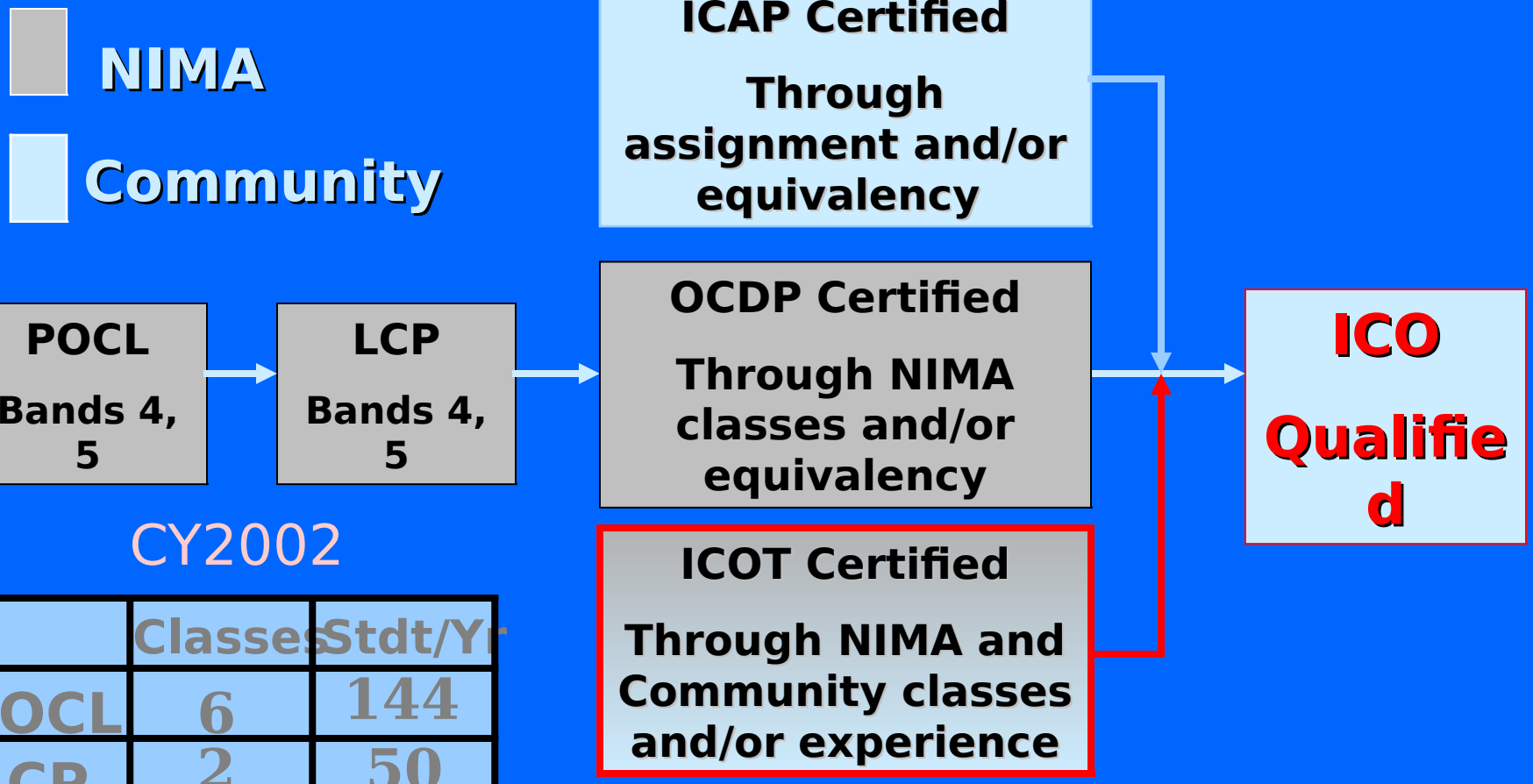
"Equivalent Experience"

- Requirements for ICOT experience credit agreed by Board of Governors:
  - Minimum six months Band 4/5 experience
  - Experience must meet ICOT category training objectives - Maximum of 1 day credit per ICOT category
  - Must provide performance report, job description or supervisor letter certifying experience meets a training objective
  - Prior military experience considered
  - Organizations review and certify request initially

Experience Credit Application



ICO Relationships



CY2002

	Classes	Stdt/Yr
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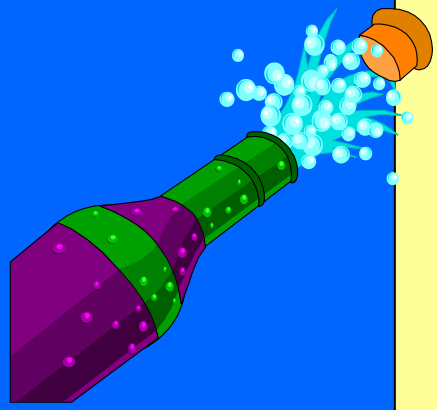
Team GOAL



Your Name

"ICO Certified"

- ICOT
- ICAP
- OCDP

Intelligence Community Officer Designation

"An Investment in Your Future"

ICO/OCDP - Girardi@nima.mil 301 227-7878

ICAP - WatsonC@nima.mil 202 264-6046

ICOT - WelchW@nima.mil 301 277-7882

ICO Designation

WHAT:

ICO programs improve the *knowledge* and *skills* of intelligence professionals, and increase the *efficiency* and *effectiveness* of the Intelligence Community

WHO:

***GS-13* through *GS-15* from the Community and *Bands 4* and *Band 5* from NIMA who desire to become senior executives in the Community after 2002.**

WHEN:

***Progress* in ICO designation will be considered in 2002 and pending program *review* in 2003 is expected to be *mandatory* in 2005 for**

ICO Designation

WHY:

The dynamic national security environment demands that IC leaders understand the capabilities of IC organizations, are able to coordinate activities with multiple agencies, and can rapidly develop intelligence products that incorporate information derived from multiple, diverse sources.

WHERE:

ICO Training courses will be delivered throughout the Community. ICAP assignments will be offered throughout the Community agencies. OCDP can be accomplished through your agency and Community organizations.